Position:	Staff Programmer Analyst (Specialist) (Will also consider the Staff Information Systems Analyst (Specialist) classification for these positions.) - Limited Term Two Positions	Statewide

Location:	Personnel/Payroll Services Division 300 Capitol Mall, 10th Floor, Sacramento, CA 95814

Issue Date: March 22, 2006	**Final Filing Date:** Until Filled
Contact/Telephone: Ray Slepian, (916) 375-6044	**Who May Apply:** Individuals who are currently in this classification, eligible for lateral transfer or promotion, or reachable on a certification list
California Relay Service: 1-800-735-2929	**Position Number(s):** 051-221-1581-002 051-221-1581-003

Please call (916)323-3055 to request reasonable accommodations

Scope of the Position:

The Staff Programmer Analyst reports to the 21st Century Project Technical Development Manger (DPM II) and, under the technical direction of the Senior Programmer Analyst, will play an important role in implementing the new, statewide Human Resources Management System (HRMS) using industry-leading software from SAP. The Staff PA provides technical expertise to the development team, performs complex systems technical analysis, design, and problem resolution, creates specifications when required, and develops SAP HRMS system elements.

Duties and Responsibilities:

Candidates must perform the following essential functions with or without reasonable accommodations

The Staff Programmer Analyst must possess a sound technical background, with the ability to function independently and occasionally as a lead programmer while performing specific duties which include, but are not limited to the following:

- Gain and maintain a high level of competency in the major areas of the SAP HRMS application, the underlying technologies, and in how they interact.
- Become a resource in focused areas of the SAP HRMS application that spans the distributed and Web-based environments.
- Develop requirements when necessary and design specifications, code, test, and implement SAP interfaces, programs, business intelligence functions, views, and other elements in support of

HRMS business needs.
- Support application development and quality assurance standards.
- Participate in complex applications and production problem resolutions.
- Support information security assurance and risk management practices.
- Build technical competencies and support the success of the team.
- Be proactive in identifying issues, develop solution recommendations, and present to management.
- Interact in a positive and productive manner with all individuals and groups internal and external to the project.

DESIRABLE QUALIFICATIONS:

Attributes:
- Procedural, 4GL, or object-oriented programming languages;
- SQL and relational database access methods;
- Business application delivery in the Internet and distributed environments;
- Software development methodologies;
- Lead experience in a technical setting; and,
- Developing business requirements and translating to technical specifications.

Abililties:
- Ability to operate as a team member;
- Contribute to and support the success of the team;
- Possess the ability to communicate effectively; and,
- Demonstrate and maintain an energetic, positive, and productive attitude while interacting with all internal and external contacts during the course of your workday.

Experience and knowledge:
- SAP internal application and Internet development environments;
- Peoplesoft or other enterprise ERP environments;
- HTML, Java, J2EE, .Net or other Web development environments;
- COBOL and other business languages;
- Windows, UNIX/AIX operating systems;
- SQL, DB2, Oracle or other relational DB environments;
- C, C++, Natural or other 4GL's or OO programming languages; and,
- Other environments such as Oracle Forms or Powerbuilder, used to develop and support business applications.

Reasons why you should consider a technical position with the 21st Century Project:

- This is an opportunity to participate in, and contribute to, a multi-year, statewide business-critical project.
- You will receive extensive training in SAP HRMS, then work with one of the leading business software platforms available today.
- You will be working in a team environment with energetic and committed professionals while gaining valuable experience that is applicable and marketable statewide.
- The project will be located in a new office building in West Sacramento with **FREE PARKING**.

Applications will be screened and only the most qualified will be interviewed

How to Apply:

All hires will be subject to a background check.

For permanent positions, SROA and Surplus candidates should attach "surplus letters" to their application. Failure to do so may result in your application not being considered.

Please submit a STD. 678 State Application and Résumé to:

State Controller's Office
Personnel/Payroll Services Division
P.O. Box 942850
Sacramento, CA 94250-5878

Attn: LaSharel Hicks